UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
Case 01-CA-307584	Date Filed 11/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in		ing.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ascend Mass, LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	
272 Friend St, Boston, MA 02114	(b) (6), (b) (7)(C)	g. e-mail
	(b) (6), (b) (7)(C)	(b) (6), @letsascend.com)
	(b) (b), (b) (7)(c)	h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state		· ·
On November 17, 2022, Ascend continued its cam (b) (6), (b) (7)(C) in retaliation for exercise	spaign of harassment and intimidation of union supsing of law to form and join a	
	·	
Ascend's manager, (b) (6), (b) (7)(C), did not even p	rovide (b) (6), (b) (7)(C) a reason for (b) (6) suspension. The	nis is because the real reason is
obvious: Ascend is an anti-union company, willing	g to repeatedly violate federal law in an effort to a	void unionization.
3. Full name of party filing charge (if labor organization, g International Brotherhood of Teamsters Local 25	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
544 Main St, Charlestown, MA 02129		8572740725
		4c. Cell No.
		8572740725
		4d. Fax No.
		4e. e-mail
		ncatano@teamstersjointcouncil10.com
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
International Brotherhood of Teamsters Local 25		
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	8572740725
Nico Catano	Nico Catano	Office, if any, Cell No. 8572740725
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
544 Main St, Charlestown, MA 02129	_ 11/22/2022	e-mail
Address	Date	ncatano@teamstersjointcouncil10.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
Case 01-CA-313752	Date Filed 3/9/2023

INSTRUCTIONS:

a, Name of Employer	PLOYER AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No.
		(b) (6), (b) (7)(C)
Ascend MA LLC		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
272 Friend Street Boston, MA 02114	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed Approximately 38
i. Type of Establishment (factory, mine, wholesaler, etc., Cannabis Dispensary	j. Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is eng- (list subsections) 8(a)(1) practices are practices affecting commerce within the m	of the National La	bor Relations Act, and thest unfair labor
the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise sta		
an Ascend manager threated Local 25's represent The Employer has, therefore, violated 8(a)(1) of 3. Full name of party filing charge (If labor organization, Teamsters Local 25	the Act.	
4a. Address (Street and number, city, state, and ZIP coo	(p)	4b. Tel. No.
Teamsters Local 25	6)	(617) 241-8825
544 Main Street Charlestown, MA 02129		4c. Cell No.
		4d. Fax No.
		(617) 242-4284
		(617) 242-4284 4e. e-mail ssouth@teamsterslocal25.com
	n of which it is an affiliate or constituent unit (to be fille	4e. e-mail ssouth@teamsterslocal25.com
International Brotherhood of Teamsters 6. DECL I declare that I have read the above	ARATION ove charge and that the statements	4e. e-mail ssouth@teamsterslocal25.com
I declare that I have read the abo	ARATION	4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization) Tel. No.
International Brotherhood of Teamsters 6. DECL I declare that I have read the aborare true to the best of the company of the	ARATION ove charge and that the statements only knowledge and belief.	4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization) Tel. No. (617) 338-1976

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN T	HIS SPACE
Case	01-CA-314154	Date Filed 3/16/2023

INSTRUCTIONS:

	PLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Ascend MA LLC		
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
272 Friend Street Boston, MA 02114	(b) (6), (b) (7)(C)	g. e-mail (b) (6). (b) (7)(C)
		h. Number of workers employed Approximately 38
i. Type of Establishment (factory, mine, wholesaler, etc Cannabis Dispensary	J. Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is eng	paging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) 8(a)(1) and (5) practices are practices affecting commerce within the nutrie Act and the Postal Reorganization Act.		oor Relations Act, and thest unfair labor- ing commerce within the meaning of
2. Basis of the Charge (set forth a clear and concise sta	atement of the facts constituting the alleged unfair labor	practices)
On February 21, 2023, Local 25 made a request Ascend has failed to respond and has therefore v 3. Full name of party filling charge (if labor organization, Teamsters Local 25	iolated its duty to bargain in good faith under Se	
4a. Address (Street and number, city, state, and ZIP co.	de)	4b. Tel. No.
Teamsters Local 25		(617) 241-8825
544 Main Street Charlestown, MA 02129		4c. Cell No.
		4d. Fax No. (617) 242-4284
		4e. e-mail ssouth@teamsterslocal25.com
5. Full name of national or international labor organization International Brotherhood of Teamsters	on of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
I declare that I have read the ab	LARATION ove charge and that the statements my knowledge and belief.	Tel. No. (617) 338-1976
/s/ Luke Liacos	Luke Liacos, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 617-338-7070
177 Milk Street, Boston, MA 02109	Date March 16, 2023	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN	THIS SPACE
Case	01-CA-314156	Date Filed March 16, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1. EMPI	n which the alleged unfair labor practice occurred or is on LOYER AGAINST WHOM CHARGE IS BROUGHT	occurring.
a. Name of Employer	2-3 17 3-2 301-17 1-01 -311 - 3111	b. Tel. No.
Ascend MA LLC		(b) (6), (b) (7)(C) c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
272 Friend Street Boston, MA 02114	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @letsascend.com
		h. Number of workers employed Approximately 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is engaged (list subsections) 8(a)(1) and (5) practices are practices affecting commerce within the methe Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)	of the National La aning of the Act, or these unfair labor practices affect	abor Relations Act, and thest unfair labor sting commerce within the meaning of
The Company is refusing to allow bargaining comemployees sit on the Union's negotiating team. 3. Full name of party filing charge (if labor organization, go		s and is trying to choose which
Teamsters Local 25		142
4a. Address (Street and number, city, state, and ZIP code	9).	4b. Tel. No. (617) 241-8825
Teamsters Local 25 544 Main Street Charlestown, MA 02129		4c. Cell No.
		4d. Fax No. (617) 242-4284
		4e. e-mail ssouth@teamsterslocal25.com
Full name of national or international labor organization International Brotherhood of Teamsters	of which it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor organization)
	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (617) 338-1976
/s/ Luke Liacos	Luke Liacos, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 617-338-7070
Address 177 Milk Street, Boston, MA 02109	Date March 16, 2023	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
01-CA-314277	3/17/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc	curring.
1: EMPL	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Ascend MA LLC		(b) (6), (b) (7)(C)
		c. Cell No.
		f Fax No.
d Address (Class) ally pints and 7/2 ando	e, Employer Representative	
d. Address (Street, city, state, and ZIP code)		g. e-mail
272 Friend Street Boston, MA 02114	(b) (6), (b) (7)(C)	(b) (6). (b) (7)(C) @letsascend.com
Donon, In Carry		
		h. Number of workers employed Approx, 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) 8(a)(1) and (5)		or Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	eaning of the Act, or these unfair labor practices affect	ing commerce within the meaning of
the Act and the Postal Reorganization Act.	and the second of the second o	100
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
mandatory subjects of bargaining, including but c procedure, anti-bullying policy, probationary peri insurance, pay period, overtime, on call pay, meal therefore engaged in bad faith bargaining by direct 3. Full name of party filing charge (if labor organization, of Teamsters Local 25	ods for new employees, workplace safety, video l and break periods, paid time off, unpaid leave et dealing and unilaterally changing terms and c	o surveillance, hours of work, health and dress code. The Employer has
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
Teamsters Local 25		(617) 241-8825
544 Main Street Charlestown, MA 02129		4c. Cell No.
		4d. Fax No.
		4e e-mail
		palvarado@teamsterslocal25.com
5. Full name of national or international labor organization International Brotherhood of Teamsters	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization
e DECI	ARATION	Tel. No.
I declare that I have read the abo	ove charge and that the statements	(617)338-1976
	my knowledge and belief.	Office, if any Cell No.
/s/ Luke Lïacos	Luke Liacos, Attorney	
(signature of representative or person making charge)	(Print/lype name and title or office, if any)	Fax No. (617)338-7070
177 Milk Street, Boston, MA 02109	March 17, 2023	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

March 17, 2023

lgl@fdb-law.com

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WR	ITE IN THIS SPACE
Case	Date Filed
01-CA-31541	7 4/4/23

INSTRUCTIONS:

	PLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Ascend MA LLC		c, Cell No.
		110
1811 1911	L Established	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
272 Friend Street Boston, MA 02114	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @letsascend.com
		h. Number of workers employed Approx. 38
i. Type of Establishment (factory, mine, wholesaler, etc. Cannabis Dispensary	J. Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is eng	aging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(fist subsections) 8(a)(1) and (3)		bor Relations Act, and thest unfair labor
practices are practices affecting commerce within the m		
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise sta	atement of the facts constituting the alleged unfair labor	practices)
The Parties are currently negotiating an initial co		
terminated the employment of (b) (6), (b) (7)(0	Michigan agreement, within the last s	in retaliation for
	1	in retaination for
concerted, protected activities		
Full name of party filling charge (if labor organization, Teamsters Local 25	give full name, including local name and number)	
Teamsters Local 25		4b, Tel. No.
Teamsters Local 25		4b. Tel. No. (617) 241-8825
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP coordinates and Lip coordinates a		
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP coordinates Local 25		(617) 241-8825
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP coordinates and Lip coordinates a		(617) 241-8825
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP coordinates and Lip coordinates a		(617) 241-8825 4c. Cell No. 4d. Fax No.
4a. Address (Street and number, city, state, and ZIP coor Teamsters Local 25 544 Main Street		(617) 241-8825 4c. Cell No.
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization	de).	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization	de).	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization International Brotherhood of Teamsters	on of which it is an affiliate or constituent unit <i>(to be filled</i>	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization)
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization international Brotherhood of Teamsters 6. DECI I declare that I have read the abore in the code	on of which it is an affiliate or constituent unit <i>(to be filled</i> LARATION ove charge and that the statements	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail south@teamsterslocal25.com d in when charge is filed by a labor organization) Tel, No.
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization international Brotherhood of Teamsters 6. DECI I declare that I have read the abore in the code	on of which it is an affiliate or constituent unit <i>(to be filled</i>	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization) Tel. No. (617)338-1976
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization international Brotherhood of Teamsters 6. DECI declare that I have read the abore in the code	on of which it is an affiliate or constituent unit <i>(to be filled</i> LARATION ove charge and that the statements	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization) Tel, No.
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization International Brotherhood of Teamsters 6. DECI I declare that I have read the abare true to the best of	on of which it is an affiliate or constituent unit <i>(to be filled</i> LARATION ove charge and that the statements my knowledge and belief.	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail ssouth@teamsterslocal25.com d in when charge is filed by a labor organization). Tel. No. (617)338-1976
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization International Brotherhood of Teamsters 6. DECI I declare that I have read the abare true to the best of /s/ Luke Liacos	con of which it is an affiliate or constituent unit <i>(to be filled</i> LARATION ove charge and that the statements my knowledge and belief. Luke Liacos, Attorney	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail south@teamsterslocal25.com d in when charge is filed by a labor organization) Tel. No. (617)338-1976 Office, if any, Cell No.
Teamsters Local 25 4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129 5. Full name of national or international labor organization International Brotherhood of Teamsters 6. DECI I declare that I have read the abare true to the best of /s/ Luke Liacos	con of which it is an affiliate or constituent unit <i>(to be filled</i> LARATION ove charge and that the statements my knowledge and belief. Luke Liacos, Attorney	(617) 241-8825 4c. Cell No. 4d. Fax No. 4e. e-mail south@teamsterslocal25.com d in when charge is filed by a labor organization) Tel. No. (617)338-1976 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

	DO NOT WRITE IN THIS SPACE		
Case		Date Filed	
	01-CA-316661	April 24, 2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Ascend Cannabis Dispensary		(617) 859-6411
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 272 Friend St	e. Employer Representative	g. e-mail
MA Boston 02114		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Consumer Goods	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged (list subsections) 3 practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)	of the National Lab aning of the Act, or these unfair labor practices are pr	oor Relations Act, and these unfair labor actices affecting commerce within the
See additional page	nive full name, including local name and number)	
3. Full name of party filing charge (if labor organization, g Nico Catano International Brotherhood of Teamsters IBT LU 25	Organizer	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
•	,	(857) 274-0725
544 Main St		4c. Cell No.
MA Boston 02129		4d. Fax No.
		4e. e-mail ncatano@teamstersjointcouncil10.com
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
International Brotherhood of Teamsters		
I declare that I have read the abo	ARATION ove charge and that the statements ny knowledge and belief.	Tel. No. (857) 274-0725
10 Ct	Nico Catano Organizer	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
544 Main St		
Address Boston MA 02129	Date 04/24/2023 10:53:57 AM	e-mail ncatano@teamstersjointcouncil10.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retailation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Suspension	^{(D)(S), (D)(7)} /2023

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
01-CA-316911	4/27/2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLKB Regional Director for the region in	which the aneged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Ascend Cannabis Dispensary		(617) 859-6411
		c. Cell No.
		o. Gen No.
		f Fox No
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
272 Friend St		g. e-mail
MA Boston 02114		h. Nivesh and five diamage and lave d
		h. Number of workers employed
		42
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sectior	8(a), subsections (1) and
(list subsections) 3	of the National Labor I	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise stat	ement of the facts constituting the alleged unfair labor pra	actices)
, ,		
See additional page		
3. Full name of party filing charge (if labor organization, g Nico Catano	give full name including local name and number)	
	nve ramname, molaumy recarname anamamor,	
International Brotherhood of Teamsters Local 25		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP cod	e)	
		(857) 274-0725
544 Main St		4c. Cell No.
MA Boston 02129		
		4d. Fax No.
		4e. e-mail
		ncatano@teamstersjointcouncil10.com
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
		, , , , , , , , , , , , , , , , , , , ,
International Brotherhood of Teamsters		
	ARATION	Tel. No.
	ove charge and that the statements	(857) 274-0725
are true to the best of n	ny knowledge and belief.	Office, if any, Cell No.
'NC	Nico Catano	omoo, ii arry, oeii No.
		Fax No
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
544 Main St		
Address Boston MA 02129	Date 04/27/2023 09:29:14 AM	e-mail
		ncatano@teamstersjointcouncil10.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Sent home to change out of clothing worn before	^{(0)(6), (0)(7)} /2023

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
^{Case}	Date Filed
2-CA-316651	April 24, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ig.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Ascend Wellness		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
1 Address (Otrost site state and 710 and 1	e. Employer Representative	-
d. Address (Street, city, state, and ZIP code) 395 Bloomfield Ave		g. e-mail
See Blooming 7440	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
	(D) (O), (D) (7)(C)	(b) (6), (b) (7)(C) @letsascend.com
NJ Montclair 07042		h. Number of workers employed
		40
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Retail (Drugs)	Cannabis	
The above-named employer has engaged in and is engag	aing in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) 1		Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		
meaning of the Act and the Postal Reorganization Act.	g	
2. Basis of the Charge (set forth a clear and concise state	oment of the facts constituting the alleged unfair labor prair	ctices)
2. Busis of the charge (bot forth a dicar and considerate	mont of the racte constituting the alleged anial laber place	nicos)
See additional page		
(b) (6), (b) (7)(C) ^y filing charge (if labor organization, g	ive full name, including local name and number)	
(b) (6), (b) (7)(C)	, ,	
4a. Address (Street and number, city, state, and ZIP code	2)	4b. Tel. No.
Tall had obsequences and hambon, sky, state, and his	•	(b) (6), (b) (7)(C)
		4c. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4d. Fax No.
		40. Fax No.
		As a mail
		4e. e-mail
	C. L. L. M. C. C. L. M. C. L.	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
	ve charge and that the statements	(b) (6), (b) (7)(C)
are true to the best of m	y knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
Address	Date 04/23/2023 07:56:04 PM	e-mail
/ Marios	Date	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Various retaliatory actions	^{© (©, ©) (7)} 2023

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
07-CA-317063	Date Filed April 27, 2023

INSTRUCTIONS:

11.	EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Ascend Wellness Holdings		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	The same
1411 Broadway Floor 16	(b) (6), (b) (7)(C)	g. e-mail
		@awholdings.com
NY New York 10018		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesale.	r, etc.) j. Identify principal product or service Cannabis	
• VS of the Control o	cannabis sengaging in unfair labor practices within the meaning of sect	est and supplied the second
(list subsections) 1 practices are practices affecting commerce within t meaning of the Act and the Postal Reorganization	he meaning of the Act, or these unfair labor practices are pre	or Relations Act, and these unfair labor actices affecting commerce within the
2. Basis of the Charge (set forth a clear and concis	se statement of the facts constituting the alleged unfair labor,	practices)
See additional page		
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ooo aasiiona. pago		
pago		
ooo aasiiisiiai pago		
	ation, give full name, including local name and number)	
(b) (6), (b) (7)(C) charge (if labor organiza		4b. Tel. No.
(b) (6), (b) (7)(C) charge (if labor organiza		4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organized) 4a. Address (Street and number, city, state, and Z		The state of the s
(b) (6), (b) (7)(C) charge (if labor organized) 4a. Address (Street and number, city, state, and Z		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organized) 4a. Address (Street and number, city, state, and Z		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organized) 4a. Address (Street and number, city, state, and Z		(b) (6), (b) (7)(C) 4c. Cell No.
(b) (6), (b) (7)(C) charge (if labor organized) 4a. Address (Street and number, city, state, and Z		(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail
		(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No.
(b) (6), (b) (7)(C) charge (if labor organization) (b) (6), (b) (7)(C) charge (if labor organization) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d		(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organization) (b) (6), (b) (7)(C) charge (if labor organization) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	IP code)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organization) (b) (6), (b) (7)(C) charge (if labor organization) (d), (d), (d), (e), (e), (e), (e), (e), (e), (e), (e	IP code) nization of which it is an affiliate or constituent unit (to be filled	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) in when charge is filed by a labor organization)
(b) (6), (b) (7)(C) charge (if labor organization) 4a. Address (Street and number, city, state, and Zity) b) (6), (b) (7)(C) 5. Full name of national or international labor organization in the control of the contr	nization of which it is an affiliate or constituent unit (to be filled DECLARATION he above charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) charge (if labor organization) 4a. Address (Street and number, city, state, and Zity) b) (6), (b) (7)(C) 5. Full name of national or international labor organization in the control of the contr	IP code) nization of which it is an affiliate or constituent unit (to be filled	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and Z. b) (6), (b) (7)(C) 5. Full name of national or international labor organized in the contract to the best and the contract to the contract t	nization of which it is an affiliate or constituent unit (to be filled DECLARATION he above charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) in when charge is filed by a labor organization) Tel. No.
(b) (6), (b) (7)(C) charge (if labor organization) 4a. Address (Street and number, city, state, and Z. b) (6), (b) (7)(C) 5. Full name of national or international labor organization (b) (6), (b) (7)(C) 6. I declare that I have read the are true to the best of the property of the p	nization of which it is an affiliate or constituent unit (to be filled DECLARATION he above charge and that the statements est of my knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and Z. b) (6), (b) (7)(C) 5. Full name of national or international labor orga (b) (c), (b) (r)(c) (signature of representative or person making chains	nization of which it is an affiliate or constituent unit (to be filled DECLARATION he above charge and that the statements est of my knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) In when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
(b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and Z. b) (6), (b) (7)(C) 5. Full name of national or international labor organization of the control o	nization of which it is an affiliate or constituent unit (to be filled DECLARATION he above charge and that the statements est of my knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) In when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge	= 0
(b) (6), (b) (7)(C)	© © © ©	

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to

discourage employees from engaging in pro	tected concerted activities	
Name of employee disciplined/retallated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Corrective Action/write-up	(D)(E),(D)(7)(C) 2023

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-295504	May 6, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Ayr Wellness dba Oasis Cannabis,		c. Cell No.
		C. CON NO.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
17006 S. Weber Dr. Chandler, AZ 85226	(b) (6), (b) (7)(C)	g. a-mail (b) (6), (b) (7)(C) @ayrwellness
		h. Number of workers employed 35
i, Type of Establishment (factory, mine, wholesaler, etc.) Retail Cannabts	j. Identify principal product or service Medicinal and Recreational Cannabis	
The above-named employer has engaged in and is enga	A CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR AND THE CONTRACTOR OF THE CONTRACTO	n 8(a), subsections (1) and
(list subsections) (3)	선생님이 아니는 아이들이 아이들이 아니는 아이들이 아이들이 아니는 아이들이 아니는 아이들이 되었다.	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)
During the last six months the above name er protected activities and in order to discourage location; constructively discharging its employ By these and other activities the Employer has Section 7 rights.	such activities by, among other ways: 1, Movees because their union and protected activities	ving production to another ies.
3. Full name of party filing charge (if labor organization, s	rive full name, Including local name and number)	*
United Food and Commercial Workers Union, Lo	cal 99	
4a. Address (Street and number, city, state, and ZIP cod	θ)	4b. Tel. No. 602-254-0099
2401 N. Central Avenue, Phoenix, AZ 85004		4c. Cell No.
a anadanaca was a a a a a a		4d, Fax No. 602-251-0459
		4e. e-mail
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization).
United Food and Commercial Workers Internation	nal Union	
	ARATION	Tel. No.
	ove charge and that the statements my knowledge and belief.	602-254-0099
Martin Haramdel	Martin Hernandez, Director of Organizing	Office, If any, Cell No.
(signature of representative or person making charge)	(Printtype name and title or office, If any)	Fax No.
Same as 4a. Address	Date 5-06-2022	e-mail martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 01-CA-303859 Date Filed 9/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford, MA 01757	e. Employer Representative (b) (6), (b) (7)(C)	q. e-mail (b) (b) (b) (7)(e) ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engaged (list subsections) (3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labo	or Relations Act, and these unfair labor
Full name of party filing charge (If labor organization, g UFCW, Local 1445	rive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
30 Stergis Way Dedham, MA 02026		781-461-6775
Dediani, MA 02026		4c. Cell No.
		4d. Fax No. 781-461-0677
		4e. e-mail info@ufcwlocal 1445.org
5. Full name of national or international labor organization United Food and Commercial Workers Internation	사람이 많은 아이들이 있다면 있다면 보고 있다. 그 사람이 아이를 보면 하는데 없다면 없다면 없다.	in when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Alfred Gordon O'Connell, General Counsel		Tel. No. 617-367-7200 x. 1-213
		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 617-367-4820
Pyle Rome Ehrenberg, 2 Liberty Sq., Bos	ston, MA 02109 Sept. 21, 2022	e-mail agordon@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	01-CA-304245	Date Filed 9-28-22	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	g.
a. Name of Employer		b. Tel. No. 508-422-0145
Sira Naturals		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	J. Identify principal product or service cannabis	
The above-named employer has engaged in and is engage	i ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (3)		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear end concise state	ment of the facts constituting the alleged unfair labor pra	clices)
3. Full name of party filing charge (if labor organization, gi United Food & Commercial Workers Union, Local	ve full name, including local name and number) 1 1445	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No. 781-461-6775
30 Stergis Way		/01-401-0//3
Dednam, MA 02020	Dedham, MA 02026	
		4c. Cell No.
		4c. Cell No. 4d. Fax No. 781-461-0677
		4d. Fax No.
5. Full name of national or international labor organization United Food and Commercial Workers International		4d. Fax No. 781-461-0677 4e. e-mail
United Food and Commercial Workers Internations 6. DECL/ I declare that I have read the above	ARATION ve charge and that the statements	4d. Fax No. 781-461-0677 4e. e-mail
United Food and Commercial Workers Internations 6. DECL	ARATION ve charge and that the statements	4d. Fax No. 781-461-0677 4e. e-mail when charge is filed by a labor organization) Tel. No.
United Food and Commercial Workers Internations 6. DECL/ I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	4d. Fax No. 781-461-0677 4e. e-mall when charge is filed by a labor organization) Tel. No. (617) 367-7200

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 01-CA-304245	Date Filed 3/27/2023	

	OYER AGAINST WHOM CHARGE IS BROUGHT		
	TER AGAINST WHOM CHARGE IS BROOGHT	E Tal No.	
a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, siate, and ZIP code)	e. Employer Representative	g. e-mail	
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @ayrwellness.com	
		h. Number of workers employed	
l. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis		
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and	
(list subsections) (3) and (1)		oor Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)			
Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	11443		
		4b Tel No. 781 461 6775	
30 Stergis Way		781-461-6775	
30 Stergis Way Dedham, MA 02026			
		781-461-6775	
		781-461-6775 4c. Cell No. 4d. Fax No.	
	a) n of which it is an affiliate or constituent unit (to be fille	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail	
Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation	n of which it is an affiliate or constituent unit (to be filled al Union, AFL-CIO, CLC	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No.	
Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL I declare that I have read the abo	n of which it is an affiliate or constituent unit <i>(to be fille</i> al Union, AFL-CIO, CLC ARATION ve charge and that the statements	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail d in when charge is filed by a labor organization)	
Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL I declare that I have read the abo	n of which it is an affiliate or constituent unit (to be filled al Union, AFL-CIO, CLC	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No.	
5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL I declare that I have read the about are true to the best of note that I have read the about are true to the best of note that I have read the about are true to the best of note that I have read the about are true to the best of note that I have read the about are true to the best of note that I have read the about a few person making charge)	n of which it is an affiliate or constituent unit (to be filled al Union, AFL-CIO, CLC ARATION we charge and that the statements by knowledge and belief.	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No. (617) 367-7200	
5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL I declare that I have read the about are true to the best of note that I have read the about the set of note that I have read the about the set of note that I have read the about the set of note that I have read the about the set of note that I have read the set of note that I h	an of which it is an affiliate or constituent unit (to be filled al Union, AFL-CIO, CLC ARATION ve charge and that the statements may knowledge and belief. G. Alexander Robertson, Attorney (Print/type name and title or office, if any)	781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No. (617) 367-7200 Olfice, if any, Cell No.	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
O1-CA-304694	Date Filed 10/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	OTER AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No.
a. Name of Employer		508-422-0145
Sira Naturals		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	o e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	g, e-mail (b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
I. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3)	그가 "하기 위에 대통령하다 가는 요요요? 하나를 다른 얼마나 되었다. 그리고 있는 그를 내는 것이 되는 것이 하지만 그리고 없었다.	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		
meaning of the Act and the Postal Reorganization Act.		2.00.00
2. Basis of the Charge (set forth a clear and concise state	ement of the facis constituting the alleged unlair labor pro	actices)
On or about (b) (6), (b) (7)(c) 2022, the Employer discipl	inica (a) (a) (b) (b) (c) Cingaging in	protected, concerted activity and has
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local		
thus violated Section 8(a)(3) and (1) of the Act.	ive full name, including local name and number) I 1445	4b. Tel. No.
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code)	ive full name, including local name and number) I 1445	
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local	ive full name, including local name and number) I 1445	4b. Tel. No.
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way	ive full name, including local name and number) I 1445	4b. Tel. No. 781-461-6775
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way	ive full name, including local name and number) I 1445	4b. Tel. No. 781-461-6775 4c. Gell No.
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way	ive full name, including local name and number) 1 1445 b) n of which it is an affiliate or constituent unit (to be filled in	4b. Tel. No. 781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL	ive full name, including local name and number) I 1445 in of which it is an affiliate or constituent unit (to be filled in all Union, AFL-CIO, CLC ARATION ve charge and that the statements	4b. Tel. No. 781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL	ive full name, including local name and number) 1 1445 n of which it is an affiliate or constituent unit (to be filled in al Union, AFL-CIO, CLC	4b. Tel. No. 781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail when charge is filed by a labor organization) Tel. No.
thus violated Section 8(a)(3) and (1) of the Act. 3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL	ive full name, including local name and number) I 1445 n of which it is an affiliate or constituent unit (to be filled in al Union, AFL-CIO, CLC ARATION ve charge and that the statements hy knowledge and belief.	4b. Tel. No. 781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail when charge is filed by a labor organization) Tel. No. (617) 367-7200

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-304694	3/27/2023

INSTRUCTIONS

1. EMPL	LOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. 508-422-0145	
Sira Naturals		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g, e-mail	
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@ayrwellness.com	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se-	ction 8(a), subsections (1) and	
(list subsections) (3) and (1)		por Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)		0.0	
2, basis of the charge (set forth a clear and concise state	shent of the facts constituting the alleged untail factor	practices	
On or about (b) (6), (b) (7)(C), 2022, the Employer di	iscriminated against (b) (6) (b) (7)(G) because	of and/or in order to discourage	
union activity and/or protected concerted activ			
follow progressive discipline.	ity by issuing a written warning to , inch	dding but not illrifted to by falling to	
tollow progressive discipline.			
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.	
30 Stergis Way		781-461-6775	
Dedham, MA 02026		4c. Cell No.	
		4d. Fax No. 781-461-0677	
		4e. e-mail	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization).	
United Food and Commercial Workers Internation			
6 DECL	ARATION	Tel. No.	
I declare that I have read the abo	ve charge and that the statements	(617) 367-7200	
Murander Robertien Lone	ny knowledge and bellef. G. Alexander Robertson, Attorney	Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and little or office, if any)	Fax No. 617-367-4820	
Pyle Rome Ehrenberg PC	March 27, 2023	e-mail	
Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 Date March 27, 2023	arobertson@pylerome.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	01-CA-306364	Date Filed 11-1-2022	

INSTR	LICT	CALC	
INSTR		K MASS	

		-
	OYER AGAINST WHOM CHARGE IS BROUGHT	To an
a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engage	ing in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (3)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pract	ces affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pra	actices)
3. Full name of party filing charms (if labor organization, of		
United Food & Commercial Workers Union, Local	ve full name, including local name and number)	3.47
United Food & Commercial Workers Union, Local 4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No. 781 461-6775
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way		781 461-6775
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way		781 461-6775 4c. Cell No. 4d. Fax No.
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026	of which it is an affiliate or constituent unit <i>(to be filled in</i>	781 461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers International 6. DECLA I declare that I have read the above	of which it is an affiliate or constituent unit (to be filled in al Union, AFL-CIO, CLC ARATION we charge and that the statements	781 461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers International	of which it is an affiliate or constituent unit (to be filled in al Union, AFL-CIO, CLC ARATION we charge and that the statements	781 461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail when charge is filed by a labor organization) Tel. No.
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way Dedham, MA 02026 5. Full name of national or international labor organization United Food and Commercial Workers International 6. DECLA I declare that I have read the above	of which it is an affiliate or constituent unit (to be filled in al Union, AFL-CIO, CLC ARATION we charge and that the statements by knowledge and belief.	781 461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail when charge is filed by a labor organization) Tel. No. (617) 367-7200

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	01-CA-307526	Nov. 18, 2022

INSTRUCTIONS:

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 508-422-0145
Sira Naturals		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e, Employer Representative	g. e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engage	I ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (3) and (1)		bor Relations Act, and these unfair labor
practices are practices affecting commerce within the memeraning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	r practices)
On or about [2007/20], 2022, the Employer discidiscourage union activity by issuing a written visiting on or about May 18, 2022, the Employerights protected by Section 7 of the Act by direction 7.	warning to ^{loss} . or has interfered with, restrained, and coerd	ced employees in the exercise of
their emails. 3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Loca	ive full name, including local name and number)	
which is a first the second of		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code		781-461-6775
30 Stergis Way Dedham, MA 02026		4c. Cell No.
		4d, Fax No. 781-461-0677
5. Full name of national or international labor organization United Food and Commercial Workers International		781-461-0677 4e. e-mail
United Food and Commercial Workers Internations 6. DECL/ I declare that I have read the above	ARATION ve charge and that the statements	781-461-0677 4e. e-mail
United Food and Commercial Workers Internation: 6. DECL/	ARATION ve charge and that the statements	781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No.
United Food and Commercial Workers Internations 6. DECL/ I declare that I have read the above	ARATION ARATION ve charge and that the statements by knowledge and belief.	781-461-0677 4e. e-mail d in when charge is filed by a labor organization) Tel. No. (617) 367-7200

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
01-CA-307526	3/27/2023	

1. EMPL	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 508-422-0145
Sira Naturals		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @ayrwellness.com
		h Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (3) and (1)		bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state On or about 1000 1000 1000 2000), 2022, the Employer disc	기업 마음 아니다. 그리고 아니는 아니는 얼마나는 그들이 아니는 그 아니는 것이 없다면 하는데 없어 없어 없다.	
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	iive full name, including local name and number) Il 1445	
4a. Address (Street and number, city, state, and ZIP code	a)	4b. Tel. No. 781-461-6775
30 Stergis Way		4c. Cell No.
Dedham, MA 02026		49. 0511 110.
		4d. Fax No. 781-461-0677
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		ed in when charge is filed by a labor organization)
	ARATION	Tel. No. (617) 367-7200
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Compared of the contract of the contra		Office, if any, Cell No.
		Fax No.
Pyle Rome Ehrenberg PC		617-367-4820
Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 March 27, 2023	617-367-4820 e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	01-CA-307988	Date Filed 11-30-2022	

INSTRUCTIONS:

1. EMPI	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 508-422-0145
Sira Naturals		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (1)	of the National Lat	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	eaning of the Act, or these unfair labor practices are pro-	ractices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
Since on or about September 7, 2022, the Em of rights protected by Section 7 of the Act by table -By interrogating employees about union active-By directing employees not to engage in unio discuss individual employees' wage rates.	the following conduct: vity and protected concerted activity	
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	ive full name, including local name and number) il 1445	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. 781-461-6775
30 Stergis Way Dedham, MA 02026		4c. Cell No.
		4d. Fax No. 781-461-0677
		4e. e mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (617) 367-7200
2). Warnely Robertsonfun. G. Alexander Robertson, Attorney		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 617-367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 Date Nov. 30, 2022	e mail arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

1, EMP	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sira Naturals, Inc.		b. Tel. No. 508-422-0145
		c, Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
13 Commercial Way Milford MA 01757	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (1)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	eaning of the Act, or these unfair labor practices are pro-	actices affecting commerce within the
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor	practices)
Since on or about September 7, 2022, the En	경기 중에 가는 것이 아무슨 사람들이 되었다면 하면 하지만 하는데 하는데 가면 보니? 하지 않아 다른데 하다면 하는데	
of rights protected by Section 7 of the Act by		odoroda employeda in trie exercise
-By interrogating employees about union active		
-By directing employees not to engage in unio		g directing employees not to
discuss individual employees' wage rates		
-By telling employees that protected activity w	as inappropriate and would hurt morale.	
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local	give full name, including local name and number) il 1445	
4a. Address (Street and number, city, state, and ZIP cod	е)	4b. Tel. No. 781-461-6775
30 Stergis Way Dedham, MA 02026		4c, Cell No.
		4d. Fax No.
		781-461-0677 4e. e-mail
		46. 6-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		d in when charge is filed by a labor organization)
	ARATION	Tel. No. (617) 367-7200
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Solution G. Alexander Robertson, Attorney		O. V. L. P. W. T. C.
		Office, if any, Cell No.
		Fax No. 617-367-4820
Pyle Rome Ehrenberg PC	A 02109 Date March 27, 2023	e-mail
Address 2 Liberty Square, 10th Floor, Boston, Ma	A 02109 Date Transition 27, 2025	arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
	14-CA-300153	July 27, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	Which the alleged unfair labor practice occurred or is occu OYER AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer	OTENAGAINST WHOMOLANGE IS BROOGHT	b. Tel. No.
Bloom Medicinals of Missouri-Dispensary I, LLC		(636) 270-2600
		c. Cell No.
		f. Fax. No.
d Address (Otrock Stockets and 710 and a)	a Employer Depresentative	—
d. Address (Street, city, state, and ZIP code) 6700 Highway N	e. Employer Representative	g. e-mail
3 ,	(b) (6), (b) (7)(C)	® (6, 10) @bloommissouri.com
MO St. Charles 63304		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	i. Identify principal product or service	
Retail (Drugs)	Cannabis	
The above-named employer has engaged in and is engaged	ı ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) 3		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	ractices)
See additional page		
3. Full name of party filing charge (if labor organization, g Sean Shannon United Food and Commercial Workers Local 655	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(314) 835-2700
000 Weiderer Dood		4c. Cell No.
300 Weidman Road MO Ballwin 63011		(314) 440-6754
		4d. Fax No.
		4e.e-mail
		sshannon@ufcw655.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (314) 727-1015
are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
	Janine M. Martin Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (314) 727-6804
13205 Manchester Road, Ste. 210		e-mail
Address St. Louis MO 63131 Date 07/27/2022 07:23:19 AM		jmartin@hammondshinners.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	®®®7/2022

Form NLRB - 501 (3-21)

a. Name of Employer

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD MENDED CHARGE AGAINST EMPLO

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

FIRST AMENDED CHARGE AGAINST EMPLOYER
INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
14-CA-300153	November 16. 2022	

b. Tel. No.

Bloom Medicinals of Missouri-Dispensary 1, LLC		(636)270-2600	
		c. Cell No.	
I. Address (Street, city, state, and ZIP code) 6700 Highway N St. Charles, MO 63304	e. Employer Representative (b) (6), (b) (7)(C)	f Fax No g. e-mail [Inc. 10] (7) (2) (2) (3) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4	
		h. Number of Workers Employed	
Type of Establishment (factory, mine,	j. Identify Principal Product or Service		
wholesaler, etc.)			
retail	cannabis		
Since about [10] (10) (10) (10) (10) (10) (10) (10) (10)		b) (6), (b) (7)(C) by issuing of discipline and/or membership. rogated employees about their union	
		4e. e-mail	
		sshannon@ufcw655.org	
Full name of national or international labor or organization) United Food and Commercial Workers	ganization of which it is an affiliate or constituent unit		
6. DE	CLARATION	Tel. No.	
declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Janine M. Martin, Attorney (Print/type name and title or office, if any)		(314)727-1015	
		Office, if any, Cell No.	
		Fax No. (314)727-6804	
Address 13205 Manchester Road, St. Louis, MO 63131	Ste 210 Date 15, 2022	e-mail jmartin@hammondshinners.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
13-CA-295623	5/11/2022	

INSTRUCTIONS:

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf		b. Tel. No. 312-371-3435
		c, Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 923 W. Weed St, Chicago, IL 60642	e Employer Representative Cristina Nutzman	g. e-mail cristina.nutzman@curaleaf.com
		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged (list subsections) (5) practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act.	of the National La	bor Relations Act, and these unfair labor
Full name of party filing charge (if labor organization, g Local 881 United Food and Commercial Workers	ive full name, including local name and number)	
C. All A.C. SONG, A. A. A. S.		I m to the
4a. Address (Street and number, city, state, and ZIP code 1350 E Touhy Ave #300e, Des Plaines, IL 60018	9)	4b. Tel. No. 847-294-5064
		4c, Cell No.
		4d, Fax No.
		4e. e-mail BillOKeefe@local881ufcw.org
5. Full name of national or international labor organization United Food and Commercial Workers Internation		d in when charge is filed by a labor organization)
declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 312-641-2910
Joseph C. Torres	ny knowledge and belief. Joseph C. Torres, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/lype name and title or office, if any)	Fax No.
Address 20 S. Clark St., Suite 1720, Chicago, IL 6	50603 Date 5/11/2022	e-mail joe@karmellawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 13-CA-295623	Date Filed 7/26/2022	

INSTRUCTIONS:

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer GHG Management LLC, d/b/a Windy City Cannabis and d/b/a Curaleaf Weed Street		b. Tel. No. 312-371-3435
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g a mail
923 W. Weed St., Chicago, IL 60642	Cristina Nutzman	g. e-mail cristina.nutzman@curaleaf.com
		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alloced unfair labor	r practices)
- Within the last six (6) months the Employer has	[[사람이 사용하다 기계에는 10일에서 14일에 14일 시간 12일 기계를 보고 있는데 1일 등록 12일 기계를 보고 있다.	
- within the last six (6) months the Employer has	violated the Act by refusing to recognize the O	mon.
- Within the last six (6) months the Employer has	violated the Act by refusing to bargain with the	Linion
- Within the last six (6) months the Employer has	violated the Act by lefusing to bargam with the	, Officia.
 Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
1350 E. Touhy Ave., #300e, Des Plaines, IL 60018	8	847-294-5064
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		BillOKeefe@local881ufcw.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization)
		Tel. No.
DECLARATION I declare that I have read the above charge and that the statements		312-641-2910
are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
10/	Joseph C. Torres, Attorney	Office, if arry, cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
20 S. Clark St., Suite 1720, Chicago, IL 6	7/26/2022	e-mail
Address	Date 1/20/2022	joe@karmellawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
13-CA-30/261	9/28/2022	

INSTRUCTIONS:

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ille an original with Ni RB i	Regional Director for the rec	gion in which the alied	ied Untair labor r	ractice occurred or is occurring.
ne all original with relief	tegional Director for the re-	given in minor the whey	Jea airian tasor p	ideliec cocalica of is cocaliling.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf		b. Tel. No. 312-214-4815
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) -10000 Skokie Blvd., Skokie, IL 60077 - 9930 190th St., Unit H, IL 60448 - 11425 S. Harlem Ave., Worth, IL 60482	e. Employer Representative David Weldon, Attorney	g. e-mail davidweldon@btlaw.com
		h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	
(list subsections) (3)(5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)	aning of the Act, or these unfair labor practices are pr	000
Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Local 881 United Food and Commercial Workers		
4a. Address (Street and number, city, state, and ZIP code) 1350 E Touhy Ave #300e, Des Plaines, IL 60018		4b. Tel. No. (847) 294-5064
		4c. Cell No.
		4d. Fax No.
		4d. Fax No. 4e. e-mail AnthonyMalito@local881ufcw.org
5. Full name of national or international labor organization United Food and Commercial Workers Internation		4e. e-mail AnthonyMalito@local881ufcw.org
United Food and Commercial Workers Internation 6. DECL I declare that I have read the abo	al Union ARATION ve charge and that the statements	4e. e-mail AnthonyMalito@local881ufcw.org
United Food and Commercial Workers Internation 6. DECL I declare that I have read the abo	al Union ARATION	4e. e-mail AnthonyMalito@local881ufcw.org d in when charge is filed by a labor organization) Tel. No.
United Food and Commercial Workers Internation 6. DECL I declare that I have read the abo	al Union ARATION we charge and that the statements by knowledge and belief.	4e. e-mail AnthonyMalito@local881ufcw.org d in when charge is filed by a labor organization) Tel. No. 312-641-2910

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
	13-CA-308383	12-06-2022	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurrin OYER AGAINST WHOM CHARGE IS BROUGHT	9.
a. Name of Employer Curaleaf		b. Tel. No. (224) 707-9072
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10000 Skokie Blvd, Skokie, IL 60077 11425 S. Harlem Ave, Worth, IL 60482 9930 190th St. Unit H, Mokena, IL 60448	e. Employer Representative David Weldon, Attorney Barnes & Thornburg LLP One North Wacker Drive Suite 4400, Chicago, IL	g. e-mail David.Weldon@btlaw.com
	60606	h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)	레이크 살았다. 이 아이들은 이 아니는 아이들이 없다는 아이들은 아이를 다 먹었다.	elations Act, and these unfair labor
	aning of the Act, or these unfair labor practices are practice	
	ted the Act when it bargained in bad faith regarding ted the Act when it refused to bargain over recall riguisted to bargain over recall riguist full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1350 E Touhy Ave #300e, Des Plaines, IL 60018	9)	4b. Tel. No. (847) 294-5064
1330 L. Touriy Ave #3000, Des Flaines, 12 00010		4c. Cell No.
		4d. Fax No.
		4e. e-mail AnthonyMalito@local881ufcw.org
5. Full name of national or international labor organization United Food and Commercial Workers Internation	n of which it is an affiliate or constituent unit <i>(to be filled in w</i> nal Union	hen charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. 312-641-2910
are true to the best of r	ny knowledge and belief. Joseph C. Torres, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 20 S. Clark, Suite 1720, Chicago, IL 606	03 Date 12/6/2022	e-mail joe@karmellafirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
^{Case} 13-CA-317761	Date Filed 5/9/2023

INSTRUCTIONS:

gional Director for the region in which	

a. Name of Employer Curaleaf		b. Tel. No. (224) 707-9072
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10000 Skokie Blvd., Skokie, IL 60077 11425 S. Harlem Ave., Worth, IL 60482 9930 190th St., Unit H. Mokena, IL 60448	e. Employer Representative David Weldon, Attorney Barnes & Thornburg LLP One North Wacker Drive, Suite 4400, Chicago,	g. e-mail david.weldon@btlaw.com
	IL 60606	h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engage	ning in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3)(5)	하다 하나 하다 하나 하는 것 같아서 있는데 하나 하나 하네 하네 하나 하나 하나 하나 없었다.	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
 On or about May 4, 2023, the Employer violated Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 		e discount program.
Full name of party filing charge (if labor organization, g.	ive full name, including local name and number)	4b. Tel. No. (847) 294-5064
3. Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code)	ive full name, including local name and number)	4b. Tel, No.
3. Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code)	ive full name, including local name and number)	4b. Tel. No. (847) 294-5064
3. Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code)	ive full name, including local name and number)	4b. Tel. No. (847) 294-5064 4c. Cell No.
3. Full name of party filing charge (if labor organization, g. Local 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code)	ive full name, including local name and number)	4b. Tel. No. (847) 294-5064 4c. Cell No. 4d. Fax No. 4e. e-mail anthonymalito@local881ufcw.org
3. Full name of party filing charge (if labor organization, gradual 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code 1350 E. Touhy Ave., #300e, Des Plaines, IL 60018 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL. I declare that I have read the abo	ive full name, including local name and number) a) of which it is an affiliate or constituent unit (to be filled in all Union ARATION ve charge and that the statements	4b. Tel. No. (847) 294-5064 4c. Cell No. 4d. Fax No. 4e. e-mail anthonymalito@local881ufcw.org
3. Full name of party filing charge (if labor organization, grands Local 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code 1350 E. Touhy Ave., #300e, Des Plaines, IL 60018 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL. I declare that I have read the abo	ive full name, including local name and number) a) of which it is an affiliate or constituent unit (to be filled in all Union	4b. Tel. No. (847) 294-5064 4c. Cell No. 4d. Fax No. 4e. e-mail anthonymalito@local881ufcw.org when charge is filed by a labor organization) Tel. No.
3. Full name of party filing charge (if labor organization, gradual 881 United Food and Commercial Workers 4a. Address (Street and number, city, state, and ZIP code 1350 E. Touhy Ave., #300e, Des Plaines, IL 60018 5. Full name of national or international labor organization United Food and Commercial Workers Internation 6. DECL. I declare that I have read the aboare true to the best of metal 1881.	ive full name, including local name and number) of which it is an affiliate or constituent unit (to be filled in all Union ARATION ve charge and that the statements by knowledge and belief.	4b. Tel. No. (847) 294-5064 4c. Cell No. 4d. Fax No. 4e. e-mail anthonymalito@local881ufcw.org when charge is filed by a labor organization) Tel. No. 312-641-2910

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

29 N MAY

Address Mesa AZ 85201-

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
28-CA-267540	10/13/2020

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. a. Name of Employer (480) 361-0078 Curaleaf c. Cell No. f. Fax No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail 157 s Hamilton place Suite 110 Stephanie Cade stephaniecade@curaleaf.com Hr director AZ Gilbett 85233h. Number of workers employed 30 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Retail (Specialty) Marijuana k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--3. Full name of party filing charge (if labor organization, give full name, including local name and number) 4b. Tel. No. 4a. Address (Street and number, city, state, and ZIP code) (623) 340-6254 4c. Cell No. 29 N MAY AZ Mesa 85201-4d. Fax No. 4e. e-Mail anissakeane@gmail.com 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Tel. No. 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (623) 340-6254 Office, if any, Cell No. Anissa Y Keane Anissa Y Keane (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

10/13/2020 15:22:55

(date)

anissakeane@gmail.com

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
Anissa Keane	8/28/2020

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
We would lose our tips if we unionized	7/1

Form NLRB 501 (2 08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE
Case Date Filed

28 CA-267540 December 28, 2020

b. Tel. No. (480)361-0078 c. Cell No. f. Fax No.
f. Fax No.
g e-Mail stephaniecade@curaleaf.com
h. Dispute Location (City and State) Gilbert, AZ
k. Number of workers at dispute location
30
ices within the meaning of section 8(secting commerce within the meaning of the commerce within the meaning of the Postal Reorganization Act

activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act

including, but not limited to creating an impression among its employees that their union activities were under surveillance by the employer, threatening its employees with losing their tips if they unionized, promising its employees benefits if they refrained from union organizational activity, and discharging its employees, including, but not limited to, Anissa Keane, because they engaged in protected, concerted

 Full name of party filing charge (if labor organization, give Anissa Y Keane 	e full name, including local name and num	ber)
4a. Address (street and number, city, state, and ZIP code) 29 N. May, Mesa, AZ 85201		4b. Tel. No. (623)340-6254
		4c. Cell No.
	307.5	4d. Fax No.
	1 (A) (A)	4e. e-Mail anissakeane@gmail.com
Full name of national or international labor organization organization)	of which it is an affiliate or constituent unit	to be filled in when charge is filed by a labor
		(to be filled in when charge is filed by a labor Tel. No. (623)340-6254
6. DECLARATION I declare that I have read the above charge and that to my knowledge and belief. By: A MM		Tel. No.
6. DECLARATION I declare that I have read the above charge and that to my knowledge and belief.	he statements are true to the best of	Tel. No. (623)340-6254

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-296667	May 20, 2022	

INSTRUCTIONS:

10-0	which the alleged unfair labor practice occurred or is occur	
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf Dispensary Camelback		b. Tel. No. 602-354-3094
		c. Cell No. 602-400-8566
		f, Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a gall
1040 E. Camelback Rd, Unit A,	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) curaleaf.com
Phoenix, AZ 85014		h. Number of workers employed 30 +
i. Type of Establishment (factory, mlne, wholesaler, etc.) Cannabis retail	J. Identify principal product or service Cannabis Medicinal and Recreational	
The above-named employer has engaged in and is engage (list subsections) 3 practices are practices affecting commerce within the mea	of the National Labo	r Relations Act, and these unfair labor
meaning of the Act and the Postal Reorganization Act.		
By the above and other acts, the employer has inter- under Section 7 of the Act. 3. Full name of party filing charge (if labor organization, git United Food and Commercial Workers Union Local	ve full name, including local name and number)	the exercise of their rights protected
Charles C. Albard Charles and Control of the Contro		
4a. Address (Street and number, city, state, and ZIP code		1 26 mil 117
2401 N. Central Avenue, Phoenix, Az 85004		4b. Tel. No. 602-254-0099
		602-254-0099
		602-254-0099 4c, Cell No. 4d. Fax No.
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	602-254-0099 4c, Cell No. 4d. Fax No. 602-252-0459 4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internations		602-254-0099 4c, Cell No. 4d. Fax No. 602-252-0459 4e. e-mail
United Food and Commercial Workers Internations 6. DECLI I declare that I have read the ebox	ARATION we charge and that the statements	602-254-0099 4c, Cell No. 4d. Fax No. 602-252-0459 4e. e-mail
United Food and Commercial Workers Internations 6. DECLI I declare that I have read the ebox	ARATION	602-254-0099 4c, Cell No. 4d. Fax No. 602-252-0459 4e. e-mail in when charge is filed by a labor organization)
United Food and Commercial Workers Internations 6. DECLI I declare that I have read the ebox	ARATION ve charge and that the statements by knowledge and belief.	602-254-0099 4c, Cell No. 4d. Fax No. 602-252-0459 4e. e-mail in when charge is filed by a labor organization) Tel. No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-299521	July 14, 2022	

INSTRUCTIONS:

a. Name of Employer Curaleaf Dispensary Camelback	- April - Control - Contro	
		b. Tel. No.
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1040 E. Camelback Rd. Unit A. Phoenix, AZ 85014	e. Employer Representative	g e-mail (b) (6), (b) (7)(C) _{@curaleaf.com}
		h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retail	j. Identify principal product or service	
The above-named employer has engaged in and is engaged	aging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) 3	마른 사람들이 있는 것이 되는 사람들이 있다면 하는 사람들이 되는 사람들이 되었다. 그 사람들이 있다면 다른 사람들이 되었다. 그 없는 사람들이 다른 사람들이 되었다. 그렇게 되었다면 보다 보다 보다 보다 보다 되었다면 보니 되었다면 보다 되었다면 보니 되었다면 보다 되었다면 보니 되었다면 보다 되었다면 보니 되었다면 보다	r Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	eaning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
Basis of the Charge (set forth a clear and concise state)	and the state of the facility and the state of the state	
interfere with those activities. By these and other acts, the Employer has interfer	red with restrained and coerced emolovees in the	
3. Full name of party filing charge (if labor organization, s United Food and Commercial Workers Union, Lo	give full name, including local name and number)	exercise of their Section 7 rights
United Food and Commercial Workers Union, Lo	give full name, including local name and number) cal 99	exercise of their Section 7 rights 4b. Tel. No.
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod	give full name, including local name and number) cal 99	
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona	give full name, including local name and number) cal 99	4b. Tel. No.
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona	give full name, including local name and number) cal 99	4b. Tel. No. 602-254-0099
	give full name, including local name and number) cal 99	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No.
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona	give full name, including local name and number) cal 99 de) on of which it is an affiliate or constituent unit (to be filled	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No. 602-251-0459 4e. e-mail
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona 85004 5. Full name of national or international labor organizatio United Food and Commercial Workers Internation 6. DECI	give full name, including local name and number) cal 99 de) on of which it is an affiliate or constituent unit (to be filled nat Union. ARATION	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No. 602-251-0459 4e. e-mail
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona 85004 5. Full name of national or international labor organizatio United Food and Commercial Workers Internation 6. DECI I declare that I have read the abore	give full name, including local name and number) cal 99 de) on of which it is an affiliate or constituent unit (to be filled nat)	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No. 602-251-0459 4e. e-mail
United Food and Commercial Workers Union, Lo 4a. Address (Street and number, city, state, and ZIP cod 2401 N. Central Avenue Phoenix, Arizona 85004 5. Full name of national or international labor organizatio United Food and Commercial Workers Internation 6. DECI I declare that I have read the abore	give full name, including local name and number) cal 99 de) on of which it is an affiliate or constituent unit (to be filled in all Union. ARATION ove charge and that the statements my knowledge and belief.	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No. 602-251-0459 4e. e-mail in when charge is filed by a labor organization) Tel. No. 602-251-0454

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

INSTRUCTIONS:

a Name of Employer

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE Case Date Filed July 27, 2022 28-CA-300347

h Tel No

602-354-3094

Curaleat Dispensary Camelback		C. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
1040 E. Camelback, Unit A Phoenix, AZ 85014	(b) (6), (b) (7)(C)	a. e.mail (b) (6). (b) (7)(C)@curaleaf.com h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesafer, etc.) Cannabis retail	j. Identify Principal Product or Service	
of the National Labor Relations Act, and these ulabor practices are practices affecting commerce	n and is engaging in unfair labor practices within the munifair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganicise statement of the fects constituting the alleged un	within the meaning of the Act, or these unfair nization Act.
By the above and other acts, the above-nar rights under Section 7 of the National Lab	***************************************	nd coerced employees in the exercise of their
 Full name of party filing charge (if labor organ United Food and Commercial Work) 	nization, give full name, including local name and numb ers Union Local 99	ber)
4a. Address (Street and number, city, state, and		4b. Tel. No. 602-254-0099
2401 N. Central Avenue Phoenix, AZ 85004		4c. Cell No.
Phoenix, AZ 85004		4d. Fax No. 602-251-0459
		4e. e-mail
 Full name of national or international labor on organization) 	ganization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
I declare that I have read the above charge	CLARATION e and that the statements are true to the best of my	Tel. No. 602-251-0454
Martin Hernandez, Director or		Office, if any, Cell No.
MUN ATVINI		
(signature of representative or person making	2/PL Organizing	Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	28-CA-302934	Date F ed September 1, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer		b. Te . No.	
Curaleaf Midtown		602-466-1087	
		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	 	
2918 N. Central Avenue	(b) (6), (b) (7)(C)	g. e-ma	
Phoenix, AZ 85012		(b) (6), (b) (7)(C) @curaleaf.com	
		h. Number of workers emp oyed 30	
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce		
Cannabis Retail	Cannabis Medicinal and Recreational		
The above-named employer has engaged in and is engaged	ing in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (3) and (5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Bas s of the Charge (set forth a clear and concise state		•	
During the last six months the above employer has			
rights, by its actions, including, but not limited to, telling employees that the union will force them to			
and created more onerous working conditions.	pay dues. The employer has also unhaterally cha	inged poneies, eminiated benefits,	
and trained more onerous worming conditions.			
By the above and other acts, the employer has inter	fered with, restrained, and coerced its employees	in their rights under Section 7 of the	
Act.			
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)		
United Food and Commercial Workers Union, Loc	-		
4a. Address (Street and number, city, state, and ZIP code	p)	4b. Te . No.	
2401 N. Central Avenue,		602-254-0099	
Phoenix, AZ 85004		4c. Ce No.	
		4d. Fax No.	
		602-251-0459	
		4e. e-ma	
5. Fu name of nat ona or nternat ona abor organ zat on	of up ob to an off ato ar constituent up to the filled in	when charge is filed by a labor ergonization)	
		when charge is lifed by a labor organization)	
United Food and Commercial Workers Internation	al Union		
	ARATION	Te . No.	
	ve charge and that the statements by knowledge and belief.	602-251-0459	
	•	Off ce, f any, Ce No.	
Martin HernmoleL	Martin Hernandez , Organizing Director		
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.	
same as 4a	same as 4a		
Address	Date	e-ma martinh@ufcw99.com	
		martime are w //.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
	Date F ed	
28-CA-303282	September 9, 2022	

INSTRUCTIONS:

	n which the alleged unfair labor practice occurred or is occu LOYER AGAINST WHOM CHARGE IS BROUGHT	irring.
a. Name of Emp oyer		b. Te . No.
Curaleaf Midtown		602-466-1087
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2918 N. Central Avenue Phoenix, AZ 85012	(b) (6), (b) (7)(C)	g. e-ma (b) (6), (b) (7)(C) @curaleaf.com
		h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce	
Cannabis Retail	Cannabis Medicinal and Recreational	
The above-named employer has engaged in and is engaged	aging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (3) and (5)	of the National Labor	r Relations Act, and these unfair labor
practices are practices affecting commerce within the me	eaning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state	tement of the facts constituting the alleged unfair labor p	ractices)
During the last six months the above employed Section 7 rights, by its actions, including, but they can't wear any Union buttons or Union la	not limited to, making unspecified threats to	
By the above and other acts, the employer has Section 7 of the Act.	as interfered with, restrained, and coerced its	s employees in their rights under
3. Fu name of party f ng charge (if labor organization,	give full name, including local name and number)	
United Food and Commercial Workers Union, Lo		
4a. Address (Street and number, city, state, and ZIP cod	de)	4b. Te . No.
2401 N. Central Avenue,		602-254-0099
Phoenix, AZ 85004 4c. Ce No.		4c. Ce No.
		4d. Fax No.
		602-251-0459
		4e. e-ma
5. Fu name of nat ona or nternat ona abor organ zat o	on of which it is an affiliate or constituent unit (to be filled in	 in when charge is filed by a labor organization)
United Food and Commercial Workers Internation	nal Union	
I declare that I have read the ab-	LARATION ove charge and that the statements	Te . No. 602-251-0459
	my knowledge and belief. Martin Hornandez, Organizing Director	Off ce, f any, Ce No.
Martin Hernodel	Martin Hernandez , Organizing Director	_
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
same as 4a Address	Date 9-09-2022	e-ma martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date F ed
	28-CA-305502	October 11, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Curaleaf Midtown		b. Te . No. 602-466-1087
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	g. e-ma
2918 N. Central Avenue Phoenix, AZ 85012	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @curaleaf.com
		h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Ident fy pr nc pa product or serv ce Cannabis Medicinal and Recreational	
		0() 1 1 1 1
The above-named employer has engaged in and is engaged.		
(list subsections) (3) and (5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the memeraning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)
During the last six months the above employe Section 7 rights, by its actions, including, but ractivities.	r has interfered with, restrained, and coerced	employees in the exercise of their
By the above and other acts, the employer ha Section 7 of the Act.	s interfered with, restrained, and coerced its	employees in their rights under
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)	
United Food and Commercial Workers Union, Loc	cal 99	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Te . No.
2401 N. Central Avenue,		602-254-0099
Phoenix, AZ 85004		4c. Ce No.
		4d. Fax No.
		602-251-0459
		4e. e-ma
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled in	when charge is filed by a labor organization)
United Food and Commercial Workers Internation		, , , , , , , , , , , , , , , , , , ,
6. DECL	ARATION	Te . No.
	ve charge and that the statements	602-251-0459
are true to the best of n	ny knowledge and belief. Martin Hernandez , Organizing Director	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
/	, ,,	i ax inu.
same as 4a	Date 10-11-2022	e-ma
		martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date F ed
	28-CA-312226	February 9, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ing.
	OYER AGAINST WHOM CHARGE IS BROUGHT	h Ta Nia
a. Name of Emp oyer		b. Te . No. 520-293-3315
Healing Healthcare # 3 d/b/a Curaleaf Tucson		
		c. Ce No.
		(=)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
4695 N. Oracle rd # 117	(b) (6), (b) (7)(C)	g. e-ma
Tucson, AZ 85705		(b) (6), (b) (7)(C) @ curaleaf.com
		h. Number of workers emp oyed
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce	
Cannabis retail	Cannabis Medicinal and Recreational	
The above-named employer has engaged in and is engaged	l	n 8(a) subsections (1) and
(list subsections) 3		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		·
meaning of the Act and the Postal Reorganization Act.	arming of the Act, of these diffial labor practices are practi	ces ancoming commerce within the
Bas s of the Charge (set forth a clear and concise state)	amont of the facts constituting the alleged unfair labor pro	notices)
2. Das 5 of the Charge (Set forth a clear and concise state	ement of the facts constituting the alleged urital labor pra	icuces)
See A	Attachment A	
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)	
United Food and Commercial Workers Union Loc	,	
4a. Address (Street and number, city, state, and ZIP code		4b. Te . No.
,	,	602-254-0099
2401 N. Central Avenue		4c. Ce No.
Phoenix, AZ 85004		10.00
		4d. Fax No.
		602-251-0459
		4e. e-ma
5. Fu name of nat ona or nternat ona abor organ zat or	of which it san affi ate or constituent up tito he filled in	when charge is filed by a labor organization)
·		ondigo is mod by a labor organization)
United Food and Commercial Workers In terminat	ional Union	
6. DECL	ARATION	Te . No.
	ve charge and that the statements	602-251-0454
	ny knowledge and belief.	Off ce, f any, Ce No.
Martin Hernadel	Martin Hernandez, Director of Organizing	
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
same as 4b	2-09-2023	e-ma
Address	Date	martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment A Curaleaf Healing Healthcare # 3 d/b/a

During the last six months, the above-name employer by its officers, agents, and supervisors discriminated against its employees including but not limited to, creating the impression of surveillance and monitoring the employees protected activities; by suggesting employees will not get pay increases if union won the election; by suggesting employees will get pay increases if union did not prevail; by making employees to attend mandatory anti- union meetings; by reading false election notice to employees; by coercing its employees by meeting organizing committee separately from all other employees; by disciplining employees because of their union activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed under Section 7 of the Act.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	29-CA-298317	Date Filed 6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1. EMPI	LOYER AGAINST WHOM CHARGE IS BROUGHT	countrig.
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Curaleaf NY		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 107-18 70th Rd, Queens, NY 11375	(b) (6), (b) (7)(C) esentative	g. e-mail (b) (6), (b) (7)(C) @curaleaf.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Cannabis	
The above named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (3)	of the National Lai	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act,	aning of the Act, or these unfair labor practices are pr	ractices affecting commerce within the
In or about June, 2022, the Employer violated the concerted activity and discouraging the exercise of 3. Full name of party filing charge (if labor organization, gill Local 338 RWDSU/UFCW, AFL-CIO	f rights under the Act.	day off, punishing employees for past
Carlo and Artifact Control and Artifact Control and Carlo and Carl		14. * 150
	3)	4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code) 1505 Kellum Pl, Mineola, NY 11501		(516) 294-1338
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		sguerrero@local338.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
Local 338 RWDSU/UFCW, AFL-CIO		
6. DECLA	ARATION	Tel. No.
	ve charge and that the statements	(212) 354-4500
are true to the best of m	ny knowledge and belief. Attorney	Office, if any, Cell No. (914) 527-1161
(signature of representative or person)making charge)	(Print/type name and title or office, if any)	Fax No.
1500 Broadway Suite 2300 New York, N	TY 10036 Date 6/22/2022	e mail lgertner@friedmananspach.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FIRST AMENDED

FORM NLRB-501 UNITED STATES OF AMERICA
(3-21) NATIONAL LABOR RELATIONS BOARD

RECEIVED
By T. Fred at 10:30 am, Aug 24, 2022

DO NOT WRITE IN THIS	SPACE
Case 29-CA-298317	Date Filed
20 0/(2000)/	8/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in		curring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	1
a. Name of Employer Curaleaf NY		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
107-18 70th Rd Queens NY 11375	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @curaleaf.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Cannabis	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) (3), (5)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pr	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
On or about June 2022, the Employer violated the		
employees that non-members would receive a day		couraging the exercise of rights and
conveying the message that selecting the union wa		
In or about June 2022, the Employer violated the A the Juneteenth holiday to represented employees, of		
the suncteenal horiday to represented employees, o	inscontaging the exercise of rights under the At	ct.
3. Full name of party filing charge (if labor organization, g Local 338 RWDSU/UFCW, AFL-CIO	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
1505 Kellum Pl		516-294-1338
Mineola, NY 11501		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		sguerrero@local338.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be fille	
	To which it is an annate of consulterit thin (to be fine	u III when charge is filed by a labor organization,
Local 338 RWDSU/UFCW, AFL-CIO		
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	212-354-4500
Leo Gertner	Attorney	Office, if any, Cell No. 914-527-1161
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
1500 Broadway Suite 2300, New York, N	NY 10026	
Address	- 0/22/2022	e-mail
		lgertner@friedmananspach.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
	Date Filed
04-CA-287726	12-15-21

INSTRUCTIONS:

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Ilera Healthcare, LLC, a Terrascend Company d/b/a The Apothecarium d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (flactory, mine, wholesaler, etc.) Dispensary h. Number of workers employed 12 i. Type of Establishment (flactory, mine, wholesaler, etc.) Dispensary The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (1010-1017) (2) (2021, the Respondent, by and through its agents and representatives, discharged (10) (6), (b) (7) (C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent has interfered with (10) (6), (b) (7) (C) rights under Section 7 of the Act, in violation of Section 8(a)(1) of the Act. On or
Ilera Healthcare, LLC, a Terrascend Company d/b/a The Apothecarium d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 e. Employer Representative (b) (6), (b) (7)(C) g. e-mail gillerahealthcare.com h. Number of workers employed 12 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary ii. Identify principal product or service Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the-Postal-Reorganization-Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (a), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (D)(6)(0)(7)(2)(1)(1)(2)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)(1)
d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (10 (6), (10), (
d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (10 (6), (10), (
357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary i. Identify principal product or service Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (5) (6), (6), (7) (C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
Suite 330 King of Prussia, PA 19406-3136 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary j. Identify principal product or service Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
King of Prussia, PA 19406-3136 h. Number of workers employed 12 i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
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i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal-Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary j. Identify principal product or service Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(c) or 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(c) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
Dispensary Medical Marijuana The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
(list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
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meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
On or about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the
about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) because of
union activities and sympathies. By this and other acts, the Respondent has violated Section 8(a)(3) of the Act.
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Union, Local 360
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (856) 767-4001
LIECW Local 360
4c. Cell No.
West Berlin, NJ 08091-9253 4d. Fax No.
West Berlin, NJ 08091-9253
West Berlin, NJ 08091-9253
West Berlin, NJ 08091-9253 4d. Fax No.
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Food and Commercial Workers Union
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization, United Food and Commercial Workers Union
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Food and Commercial Workers Union 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Tel. No. (215) 732-0101 Office, if any, Cell No.
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Food and Commercial Workers Union 6. DECLARATION I declare that I have read the above charge and that the statements
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Food and Commercial Workers Union 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Tel. No. (215) 732-0101 Office, if any, Cell No.
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization, United Food and Commercial Workers Union 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Charles T. Joyce Attorney for Union Tel. No. (215) 732-0101 Office, if any, Cell No.
West Berlin, NJ 08091-9253 4d. Fax No. 4e. e-mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization, United Food and Commercial Workers Union 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Charles T. Joyce Attorney for Union Tel. No. (215) 732-0101 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
13-CA-316168	4/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer JDRC Managed Services, LLC/Sunnyside	/Cresco	b. Tel. No. 312-929-0993
,,		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	7 0 mail
400 W Erie Street	Alexandra Wright, Senior Counsel, Labor	g. e-mail alexandra.wright@crescolabs.
Suite 300	Relations	com
Chicago, IL 60654		h. Number of workers employed
3 /		Approximately 366
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	,
Retail Dispensary	Cannabis	
National Labor Relations Act, and these unfair labor practi are practices affecting commerce within the meaning of the 2. Basis of the Charge (set forth a clear and concise state	ne Act and the Postal Reorganization Act.	
Within the past six months the above-name "fishbowl" without bargaining the change	1 .	ly removing the chairs in their
3. Full name of party filing charge (if labor organization, g.	ive full name, including local name and number)	
Teamsters Local 777		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
G GI		708-777-1081
Greg Glimco		4c. Cell No.
7827 Ogden Avenue Lyons, IL 60534		4d. Fax No.
Lyons, IL 60334		4e. e-mail
		greg@teamster777.org
5. Full name of national or international labor organization International Brotherhood of Teamsters	n of which it is an affiliate or constituent unit (to be filled in	•
	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the he best of my knowledge and	502-636-4333
belief.	the best of my knowledge and	Office, if any, Cell No.
/s/ David O'Brien Suetholz	David O'Brien Suetholz	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		e-mail
Address HSG LaW, 515 Park Avenue, Louisville, KY 40208	Date: April 13, 2023	dave@hsglawgroup.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	01-CA-305558	Date Filed 10/19/2022

INSTRUCTIONS

1. EMPI	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Life Essence, Inc. d/b/a Trulieve		c. Cell No.
		f. Fax. No.
d. Address (Street, city, stale, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	1.
The above-named employer has engaged in and is engaged (list subsections) (3) practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	of the National Lab	or Relations Act, and these unfair labor
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	iive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code		4b, Tel. No.
30 Stergis Way	,	781-461-6775
Dedham, MA 02026		4c. Cell No.
		4d. Fax No. 781-461-0677
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		1 in when charge is filed by a labor organization)
declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (617) 367-7200
D. Alexander Robertrem land	ny knowledge and belief. G. Alexander Robertson, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 Date Oct 19, 2022	e-mail arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	01-CA-30682	Date Filed 10/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		curring.
a. Name of Employer	OYER AGAINST WHOM CHARGE IS BROUGHT	h Tel No
Life Essence, Inc. d/b/a Trulieve		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g, e-mail
85 Worcester Road Framingham, MA 01702	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (3)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pro-	actices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
The Employer discriminated against employee (b) activity: -On or about (b) (6), (b) (7)(C) 2022, by suspending (b) (6), (b) (7)(C) 2022, by discharging (b) (c) (c) (c) 2022, by discharging (c)		f and/or in order to discourage union
Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Local	nive full name, including local name and number) il 1445	
4a. Address (Street and number, city, state, and ZIP code	a)	4b. Tel. No. 781-461-6775
30 Stergis Way Dedham, MA 02026		4c. Cell No.
		4d. Fax No. 781-461-0677
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (617) 367-7200
D Mexangle Robertson line	ny knowledge and belief. G. Alexander Robertson, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/lype name and title or office, if any)	Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 Date Oct 31, 2022	e-mall arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE I	N THIS SPACE
01-CA-307154	Date Filed 11/15/2022

INSTRUCTIONS:

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		(b) (6), (b) (7)(C)
Life Essence, Inc. d/b/a Trulieve		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	4 2 2 2 2
85 Worcester Road Framingham, MA 01702	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engaged list subsections) (3) and (1) practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	of the National Lab	oor Relations Act, and these unfair labor
3. Full name of party filing charge (If labor organization, g United Food & Commercial Workers Union, Loca	ive full name, including local name and number) 1 1445	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No. 781-461-6775
30 Stergis Way Dedham, MA 02026		4c. Cell No.
Decirally, WA 02020		4d. Fax No.
		781-461-0677
		4e. e-mail
5. Full name of national or international labor organization United Food and Commercial Workers Internation		d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (617) 367-7200
D. Myander Probestoria	ny knowledge and belief. G. Alexander Robertson, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Printlype name and title or office, if any)	Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA	Nov 15, 2022	e-mail arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT CHARGE AGAINST EMPLOYER

Item 2. Basis of the Charge:

The Employer discriminated against employees at its dispensary in Framingham, MA because of and/or in order to discourage union activity:

- On or about October 22, 2022, by closing the dispensary for a day and denying employees the opportunity to work.
- On or about October 29-30, 2022, by excluding these employees from a quarterly employee discount program.

The Employer has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by Section 7 of the Act by the following conduct:

- Since about October 28, 2022, by informing employees that they would be excluded from a quarterly employee discount program because of union activity in the store.
- Since around early November 2022, by informing employees that they would be excluded from a new program in which employees could sample the Employer's products because of union activity in the store.
- Since about November 10, 2022, by threatening to reduce health benefits because employees unionize and/or to discriminate in terms of health benefits against unionrepresented employees.
- Since about November 10, 2022, by threatening to increase discipline and/or to enforce work rules and disciplinary policies more strictly if employees unionize.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

01-CA-307154 March 16, 2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1, EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		b. Tel. No. (b) (6), (b) (7)(C) c. Cell No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road, Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. g. e-mail (b) (6), (b) (7)(C) @trulieve.com h. Nomber of vvorkers Employed
i, Type of Establishment (factory, mine, wholesafer, etc.) Cannabis dispensary	j. Identify Principal Product or Service Cannabis	
2. Basis of the Charge (set forth a clear and conci. Within the past six months, the above employees engaged in union activity: In or around late October 2022, the being excluded from the quarterly Since around early November 2022 program because of union activity 3. Full name of party filing charge (if labor organization).	nerce within the meaning of the Act and the Postal Rese statement of the facts constituting the alleged unit named Employer engaged in the following e Employer informed employees in the Freemployee discount in violation of §8(a)(1):22, by informing employees that they would in the store in violation of §8(a)(1).	air labor practices) g unlawful conduct because amingham dispensary they were and (3) of the Act. d be excluded from a new sampling
United Food and Commercial Workers 4a. Address (Street and number, city, state, and Z 30 STERGIS WAY, DEDHAM, MA 020	IP code)	4b. Tel. No. (781)461-6775 4c. Cell No. 4d. Fax No. (781)461-0677 4e. e-mail
5. Full name of national or international labor organization)	nization of which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor
I declare that I have read the above charge a knowledge	ARATION and that the statements are true to the best of my ge and belief. G. M. Cander (Lobertson, Cunic)	Tel. No. (781)461-6775 Office, If any, Cell No.
(signature bf representative or person making of Address: 30 STERGIS WAY, DEDIMA 02026	any)	Fax No. (781)461-0677 e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed	
01-CA-309421	12/23/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		(b) (6), (b) (7)(C)
Life Essence, Inc. d/b/a Trulieve		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
85 Worcester Road Framingham, MA 01702	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	·
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (5)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
	SEE ATTACHMENT	
	SEE ATTACHMENT	
3. Full name of party filing charge (if labor organization, g. United Food & Commercial Workers Union, Local	ive full name, including local name and number) I 1445	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 781-461-6775
30 Stergis Way Dedham, MA 02026		4c. Cell No.
		4d. Fax No. 781-461-0677
		4e. e-mail
Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
United Food and Commercial Workers Internation		This when charge is liked by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements by knowledge and belief.	(617) 367-7200
/s/ G. Alexander Robertson	G. Alexander Robertson, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC		e-mail
Address 2 Liberty Square, 10th Floor, Boston, MA	A 02109 Date Dec 23, 2022	arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT CHARGE AGAINST EMPLOYER

Item 2. Basis of the Charge:

On or about (b) (6), (b) 2022, the Union requested the Employer to recognize and bargain with it as the exclusive collective-bargaining representative of a wall-to-wall unit of employees at the Employer's retail cannabis dispensary in Framingham, Massachusetts. The Employer lacked a good-faith doubt as to the Union's majority support. Furthermore, starting on or about (b) (6), (c), (d) the Employer embarked on an unlawful course of conduct that rendered the possibility of a fair election slight. Accordingly, since on or about (b) (6), (b) or alternatively (b) (6), (b) 2022, the Employer has violated Section 8(a)(5) by refusing to bargain with the Union.

The Employer refused to bargain with the Union by engaging in the following conduct without first providing the Union with notice and an opportunity to bargain:

- On or about (b) (6), (b) (7)(C), 2022, by suspending (b) (6), (b) (7)(C)
- On or about (b) (6), (b) (7)(C), 2022, by discharging (b) (6), (b) (7)(C)
- On or about (b) (6), (b) (7)(C), 2022, by discharging (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case Date Filed 4/7/2023

1. LIVIE	OYER AGAINST WHOM CHARGE IS BROUG	HT
a. Name of Employer		(b) (6), (b) (7)(C)
Life Essence, Inc. d/b/a Trulieve		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
85 Worcester Road Framingham, MA 01702	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	
(list subsections) (3) and (5) practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)	aning of the Act, or these unfair labor practices	
	SEE ATTACHMENT	
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	rive full name, including local name and number I 1445	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No. 781-461-6775
The state of the s		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code 30 Stergis Way		4b. Tel. No. 781-461-6775

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

/s/ G. Alexander Robertson

G. Alexander Robertson, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Fax No.

(617) 367-7200 Office, if any, Cell No. Fax No. (617) 367-4820

Pyle Rome Ehrenberg PC
Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Apr 7, 2023 e-mail

arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT CHARGE AGAINST EMPLOYER

Item 2. Basis of the Charge:

In or around (b) (6), (b) (7)(C) 2023, the Employer discriminated against (b) (6), (b) (7)(C) because of and/or in order to discourage union activity by changing status from full-time to part-time and reducing hours.

The Employer has refused to bargain with the United Food & Commercial Workers Union, Local 1445 (the Union) by engaging in the following conduct without first giving the Union notice and an opportunity to bargain:

- In or around (b) (6), (b) (7)(C) 2023, by changing (b) (6), (b) (7)(C) status from full-time to part-time and thus reducing hours.
- In or around early (10,000) 2023, by changing store hours and employee schedules.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	01-CA-317977	Date Filed 5/12/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT	curring.
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Life Essence, Inc. d/b/a Trulieve		
		c, Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@trulieve.com
85 Worcester Road Framingham, MA 01702	(b) (c), (b) (r)(c)	
		h. Number of workers employed
Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	
The above-named employer has engaged in and is engaged	l ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (1), (3), and (4)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise state On or about 2023, the Employer discrimin		
3. Full name of party filing charge (if labor organization, g United Food & Commercial Workers Union, Loca	give full name, including local name and number) 1 1445	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
30 Stergis Way		781-461-6775
Dedham, MA 02026		4c. Cell No.
		4d. Fax No.
		781-461-0677
		4e. e-mail
5. Full name of national or international labor organization. United Food and Commercial Workers Internation.		d in when charge is filed by a labor organization)
	ARATION	Tel. No.
	ove charge and that the statements my knowledge and belief.	(617) 367-7200
/s/ G. Alexander Robertson	G. Alexander Robertson, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC	1 00100	e-mail
Address 2 Liberty Square, 10th Floor, Boston, MA 02109 Date Apr 7, 2023		arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case 01-CA-312185	Date Filed 2-14-2023

INSTRUCTIONS:

1. EMPI	LOYER AGAINST WHOM CHARGE IS BRO	UGHT
a. Name of Employer		(b) (6), (b) (7)(C)
Verano Four Daughters Holdings, LLC		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1200 General Edwards Highway Sharon, MA 02067	e. Employer Representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @veranobrands.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charg a clear and concise statement of In or around early 2023, the Employer laid off (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of and/or in order to discourage union activity.

In or around early February 2023, the Employer interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by conditioning severance pay on execution of an agreement that restricts Section 7 activity.

United Food & Commercial Workers Union, Local 1445	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (781) 461-6775
30 Stergis Way	
Dedham, MA 02026	4c. Cell No.
	4d. Fax No.
	(781) 461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC

Tel. No. 6. DECLARATION (617) 367-7200 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Office, if any, Cell No. /s/ G. Alexander Robertson G. Alexander Robertson, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. (617) 367-4820 Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Date Feb 14, 2023

arobertson@pylerome.com

1/14/2022 17:39:06 CST

Stell Larries . DOLL (9:51)	
	UNITED STATES OF AMERICA
	NATIONAL LABOR RELATIONS BOARD
	CHARGE ANALISE ELEN OVER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
28-CA-289113	1/14/2022			

	the region in which the alleged unfair labor practice	
a Name of Employer Verano Holdings, LLC d/b/a Zen Le	1. EMPLOYER AGAINST WHOM CHARGE IS BRO Bf	(b) (6), (b) (7)(C)
d Address (Street, city, state, and ZIP code) 107 S Southgate Dr. Chandler, AZ 65226	(b) (6), (b) (7)(C)	(. Fax No. 9 a mail (b) (6), (b) (7)(C) @territorydispensary.c
		h, Number of Workers Employed
Type of Establishment (fectory, mine, wholesaler, etc.) Dispensary	I. Identify Principal Product or Service Cannabis	
National Labor Relations Act, and these unfair i	and is engaging in untair labor practices within the ma labor practices are practices affecting commerce with him the meaning of the Act and the Postal Reorganiza	in the meaning of the Act, or these unfair labor
concerted activities; interrogating its emother employees; and imposing more or because they engaged in protected, corwith, restrained, and coerced employees. (b) (6), (b) (7) (C)	s employees with discharge and/or unspecified ployees about their protected, concerted activition rous working conditions on its employees included addivities. By the above and other acts, is in the exercise of their rights under Section 7 intration, give full name, including local name and non attraction.	es and the projected, concerted activities of uding, but not limited to, (b) (6), (b) (7)(C) the above-named employer has interfered of the National Labor Relations Act.
(b) (6), (b) (7)(C)		*(b) (6), (b) (7)(C)
		4c. Fax No.
5. Full name of national or international labor on organization)	ganization of which it is an affiliate or constituent unit	(to be miss in when the go is miss by a lebor
6. DECLARATION (b) (6), (b) (7)(e) 6. DECLARATION (b) (6), (b) (7)(e) 6. DECLARATION (b) (6), (b) (7)(e)		Tel. No.
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 100
Address: (b) (6) (b) (7)(C)	any)	E-mail (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	1)15/2022	(b) (c) (b) (7)(c)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 16, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-299803 July 19, 2022

a. Name of Employer	. EMPLOYER AGAINST WHOM CHARGE IS BROU	b. Tel. No.
Verano Holdings, LLC d/b/a Zen Leaf		(480) 925-5275
		c. Cell No.
		C. Gan va.
Address (Street, city, state, and ZIP code)	e, Employer Representative	f. Fax No.
107 South Southgate Drive,	(b) (6), (b) (7)(C)	11 38 (194
Chandler, AZ 85226		g. e-máil
Chandler, AL 00220		(b) (6), (b) (7)(C) territorydispensary.co
		h. Number of Workers Employed
		II. Number of Visitals Employed
Type of Establishment (factory, mine,	j. Identify Principal Product or Service	500
wholesaler, etc.)	J. Radinay Chicapat Floods of Control	
24 14 34 44 44 44 44 44 44 44 44 44 44 44 44	Cannabis	
ispensary	nd is engaging in unfair labor practices within the mea	aning of earling 8/a) subsections (1) of the
ational Labor Relations Act, and these unfair la	abor practices are practices affecting commerce within in the meaning of the Act and the Postal Reorganizati	the meaning of the Act, or these unfair labor
Basis of the Charge (set forth a clear and con	cise statement of the facts constituting the alleged un	fair labor practices)
	-named employer has interfered with, restra	
	7 of the National Labor Relations Act (the	
	employees for engaging in protected conce	
infined to, discriminating against its i	sindiovees for engaging in protected conce	
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT